

CONTINGENCIES

	FY2002 ACTUAL	FY2003 BUDGET	FY2003 ESTIMATED	FY2004 PROPOSED	CHANGE FY2003-FY04
Compensation Contingency	\$ 0	\$ 0	\$ 0	\$ 4,182,000	100.0%
Leave Payout Contingency	\$1,126,138	3,045,000	\$ 1,000,000	\$ 1,500,000	-50.7%
TOTAL	\$1,126,138	\$ 3,045,000	\$ 1,000,000	\$ 5,682,000	86.6%

In FY2004, the compensation contingency covers cost of living increases and other items contained in bargaining agreements, such as shift differential and clothing allowances. Funds are being budgeted in Non-Departmental because the results of negotiations by individual bargaining group for the next round of contract negotiations are unknown at this time (all the County's bargaining agreements expire June 30, 2003). Merit increases for eligible employees are included in agency appropriations.

The contingency for leave payouts is proposed at a level similar to most prior years. FY2003 was budgeted at a higher level than normal in the expectation of a short term increase in retirements and departures that normally occurs when there is a change in administration.